

Community Safety & Well Being in East Ferris

**A
plan
for our
community!**

2021

Council Resolution- Municipality of East Ferris

REGULAR COUNCIL MEETING

Held July 13th, 2021

No. 2021-203

Moved by Councillor Kelly

Seconded by Councillor Lougheed

WHEREAS on January 1st, 2019, new legislative amendments to the Police Services Act, 1990 came into force which mandated municipalities to prepare and adopt a community safety and well-being (CSWB) plan, in collaboration with their multi-sectoral partners, including police services and boards;

AND WHEREAS the Ministry of Solicitor General provided municipalities with a new deadline date with a six-month extension from the original deadline date to help ensure that municipalities and their community partners continue to dedicate the necessary capacity and resources to meet the legislative requirements to develop a meaningful and effective CSWB Plan;

AND WHEREAS the East Ferris Police Services Board along with the Community Safety and Well-Being Advisory Committee presented the plan to Council at their regular meeting held July 13th, 2021 to approve and adopt;

BE IT HEREBY RESOLVED that Council for the Municipality of East Ferris approve and adopt the CSWB Plan as prepared and presented by the East Ferris Police Services Board and the Community Safety and Well-Being Advisory Committee.

Carried Mayor Rochefort

CERTIFIED to be a true copy of Resolution No. 2021-203 passed by the Council of the Municipality of East Ferris on the 13th day of July, 2021.

Monica L. Hawkins

Monica L. Hawkins, AMCT, Clerk

Message from East Ferris Council

The safety and well-being of residents is a top priority of the Municipality of East Ferris. While East Ferris enjoys a strong relationship with its partner the Ontario Provincial Police, ultimately, community safety and well-being is a shared responsibility by all members of the community. That is why the Community Safety and Well-Being Plan (CSWBP) provides direction for a safe and healthy East Ferris, highlighting opportunities for greater integration by community organizations to avoid difficult situations from escalating into a crisis. It focuses on addressing root causes of social issues, reducing crime and enhancing protective factors.

In East Ferris, the CSWBP is observed in three domains

Health

A community where everyone is supported to reach both physical and mental well-being.

Safety

A community where everyone can go about their daily activities without risk or fear of harm.

Well-Being

A vibrant community where everyone is connected and engaged, with strong social support.

The Municipality would like to thank everyone that participated in the development of this initiative including the members of the Community Safety & Well Being Advisory Committee who spearheaded the development of the Plan: Maizy Alexander, Denise Beaupré, Lori Bergin, Lori Betik, Claude Champagne, Mélodie Contant, James Coventry, Garry Fay, Kari Hanselman, Monica Hawkins, Frank Loeffen, Staff Sgt. Bill McMullen, Sgt. Carrie Morgan, Pauline Rochefort and Megan Waqué.

Pauline Rochefort, Steven Trahan,
Terry Kelly, Erika Lougheed, Richard Champagne
East Ferris Municipal Council

Message from East Ferris CAO

Under the Police Services Act, municipalities are required to develop and adopt a Community Safety and Well-Being Plan. Currently there are limited opportunities to communicate system-level barriers or gaps that negatively impact vulnerable populations. That is why this plan enhances our ability to respond to issues in a coordinated manner and builds on many successful efforts that contribute to our health, safety and well-being in East Ferris.

In East Ferris there are calls to police that are noncriminal in nature. These calls are often rooted in complex social issues, some of which could be dealt with more effectively outside of the emergency response system

Guided by frameworks provided by the Ministry of Community Safety and Correctional Services, the East Ferris Police Services Board and the Community Safety and Well-Being Advisory Committee formulated the community's CSWBP with participation and input from the community. The Advisory Committee will continue to steward the implementation of the plan with the support of a Coordinator. I would like to thank Municipal Clerk Monica Hawkins who has taken on the role of Coordinator of East Ferris' Community Safety and Well-Being Plan.

In conclusion, I am pleased the Municipality has a plan that will support East Ferris in its efforts to maintain its longstanding distinction as a healthy, safe and vibrant community.

Jason Trottier
CAO / Treasurer
Municipality of East Ferris

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Executive Summary – Data Dashboard

The data dashboard is the management tool that will allow the Municipality to visually track and display key data points to monitor the health, safety and well-being in East Ferris. It will be posted online on the Municipality’s website and updated annually as part of the Municipality’s annual survey. Also given that the CSWBP is a living plan, the objectives may change over time with direction from the Advisory Committee.

Municipality of East Ferris Health, Safety and Well-Being Data Dashboard		
Baseline		
Overall 84% of East Ferris survey respondents are happy or very happy		
Health	Safety	Well-Being
82% of respondents rate their health as very good or excellent	95% of respondents feel safe in their own home at night	83% of respondents feel a sense of belonging to the community
Desired Outcomes		
Healthier East Ferris with everyone supported to reach both physical and mental well-being	Safer East Ferris with everyone going about their daily activities without risk or fear of harm	Improved well-being in a vibrant East Ferris with people who are connected and engaged, and enjoy strong social supports
Objectives / (Data Sources)		

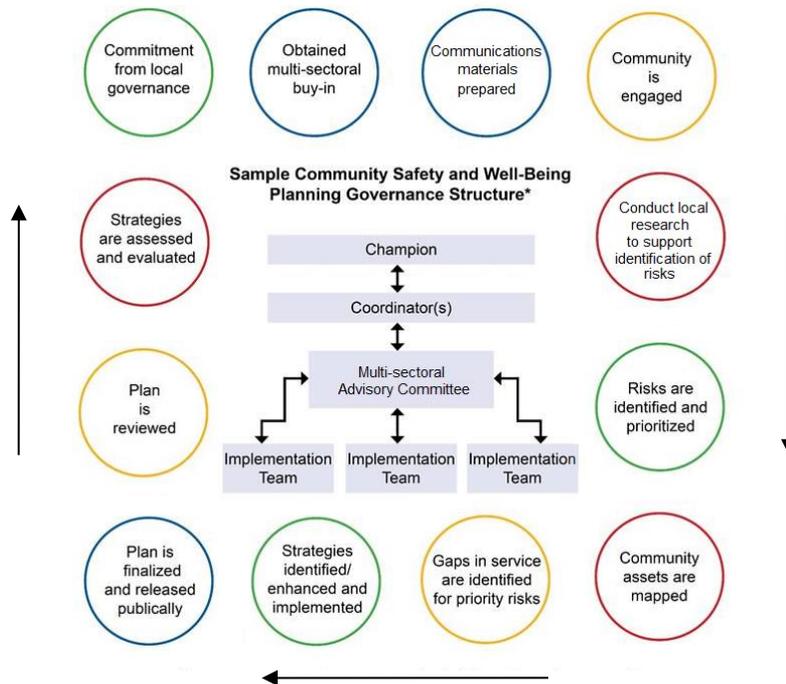
<ul style="list-style-type: none"> By June 2023 increase the percentage of families who have access to a family physician from 88% to 90% (annual survey). 	<ul style="list-style-type: none"> By December 31st 2022 decrease the number of OPP calls related to Property Crimes in East Ferris from 10 in 2021 to 2 (PSB OPP annual report). By June 2023, maintain the 95% of residents who feel safe in the house at night (annual survey). 	<ul style="list-style-type: none"> By June 2023, collaborate with DNSSAB and local primary schools to complete a Business Case in support of additional licensed childcare spaces (Municipal record of activity).
<ul style="list-style-type: none"> By June 2023 decrease the EMS low priority calls from 16 in 2019 to 5 (EMS report). 	<ul style="list-style-type: none"> By June 2023, increase citizens' feeling of personal safety from 68% to 75% (annual survey). 	<ul style="list-style-type: none"> By June 2023 support community organizations / builders in adding 6 affordable housing units in East Ferris (Municipal Building Permits).
<ul style="list-style-type: none"> By June 2023, aim for a top 10 finish in the provincial ParticipACTION Community Better Challenge (ParticipACTION results). By June 2023 increase the percentage of residents who rate their health as very good or excellent from 82% to 85% (annual survey). 	<ul style="list-style-type: none"> By December 2021 Council approves the East Ferris Active Transportation Plan (Council record of deliberation). 	<ul style="list-style-type: none"> By June 2022, in collaboration with Club Action 50+, secure Seniors Active Living Centre Funding (confirmation letter). By June 2024, in collaboration with Club Action 50+ and Seniors Villa secure Age Friendly Community Accreditation (confirmation letter).
	<ul style="list-style-type: none"> By June 2023 ensure speeds of 50/10 mbps are available to 95% of municipal households (Blue Sky Net report). 	<ul style="list-style-type: none"> By June 2022 Council to approve the East Ferris Recreation Master Plan to include a focus on youth /teen led programming (Record of Council Deliberation).
		<ul style="list-style-type: none"> By December 2021, publish the East Ferris community calendar with additional telephone hotlines e.g. mental health 988, road safety 511 and community social services 211 numbers (2022 Calendar).

		<ul style="list-style-type: none"> By June 2023, expand the Municipal website to include the District of Nipissing CSWB Network enabling residents to navigate and access services easier and more effectively (2023 website).
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Model for Collaboration and Action

East Ferris established a model to oversee community safety and well-being planning and actions, as outlined in the following diagram. The model is focused on community collaboration and the process started at the top left circle with resolutions by the East Ferris Municipal Council and the East Ferris Police Services Board. Council was named Plan Champion, with the Mayor as its representative and the municipal Clerk the Coordinator. From there an Advisory Committee was formed composed of community members and representatives from organizations active in health, safety and well-being. The terms of reference for the multi-sectoral Advisory Committee are outlined in Appendix A. The Committee proceeded with each step along the governance pathway to produce a Community Safety and Well-Being Plan for East Ferris. Municipal Council is responsible for approving the Plan.





A Continuous Approach

The Advisory Committee applied an interdisciplinary lens to known, emergent and anticipated community and system-level community health, safety, and well-being issues. They were supported by a data analytics and decision support function as provided by the Committee Coordinator. They sought public input via community consultation and a survey. They were tasked with assessing the issues from a risk perspective and determining the appropriate response. Moving forward, as progress is evaluated or as new issues emerge, the living plan will be updated by the Advisory Committee with the help of a questionnaire as outlined in Appendix B. The Committee may choose to task a smaller group of community partners with expertise or knowledge in responding to an issue.

The Advisory Committee reports to Council on its activities through the Police Services Board. Council will evaluate and report on the effect the plan is having in the community via a data dashboard. The community will be invited to provide input on the state of social development in East Ferris annually through the community

survey or as issues emerge. The issues of concern could range from: crime, discrimination, education and skill development, employment, emotional violence, family support, financial security, food security, housing, settling to Canada, mental health, mobility safety, transportation safety, physical health, social environment, social support, social isolation, gang violence, substance abuse & addictions, victimization etc...

Planning Framework

Framework

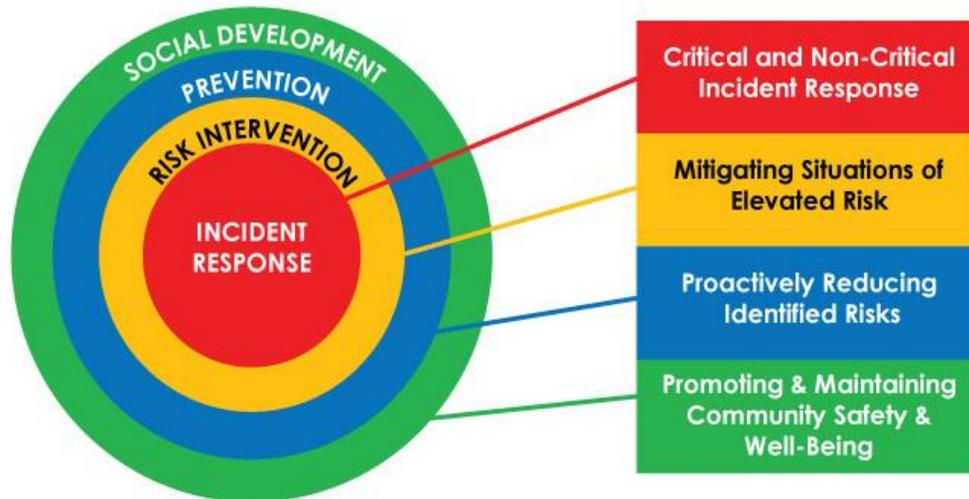
The province published a *Community Safety and Well-Being Planning Framework*, to

Key Outcomes

- 1. Increased coordination and collaboration between services.***
- 2. Improved access to services.***
- 3. Greater alignment of key health, safety and well-being issues.***
- 4. Reduced demand on emergency and crisis service.***
- 5. Enhanced system resilience.***

guide the development of a plan specific to East Ferris along four areas of intervention:

1. Social development: addressing the underlying causes of social issues.
2. Prevention: applying proactive strategies to identified risks.
3. Risk intervention: improving the response to situations of acutely elevated risk.
4. Incident response: improving intervention by first responders.



Preventative Measures

While safety and well-being planning needs to occur in all four areas of the Framework, the majority of resources should be spent on enhancing social development and prevention strategies. The further towards the innercircle one travels the more unwell and costly it becomes to care for someone.

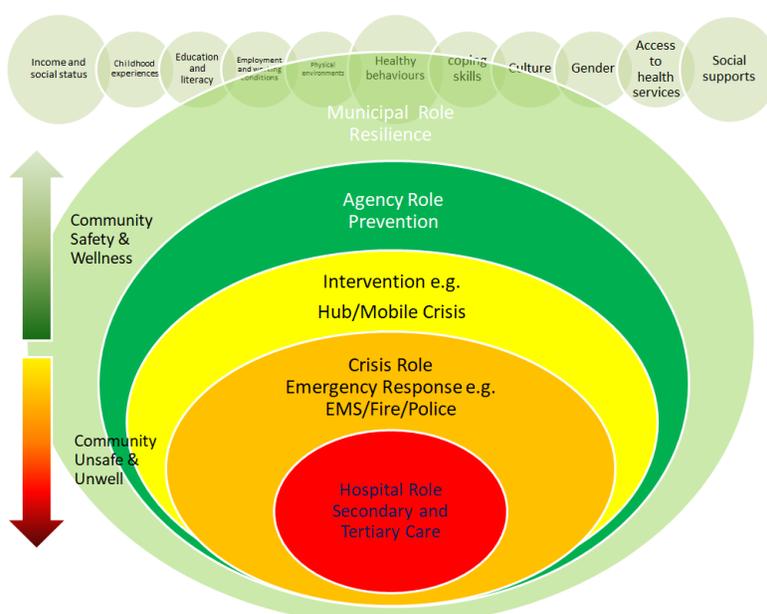
Social Determinants of Health, Safety and Well-Being

Social Determinants

As a starting point the Framework places emphasis on the outer green zone of social development where the Municipality has a key role to play. The Public Health Agency

of Canada and the North Bay Parry Sound District Health Unit have identified the following 11 social determinants of health, safety and well-being as follows.

- Physical environments
- Income and social status
- Employment and working conditions
- Education and literacy
- Healthy child development
- Access to health services
- Healthy behaviours
- Culture
- Gender
- Social environment, support networks
- Coping skills



Status of Social Determinants in East Ferris

Physical environment

Where we are born, live, study and work directly influence our health experiences: the

air we breathe, the food we eat, the viruses we are exposed to and the health services we can access. Overall East Ferris is viewed by its residents as a healthy place to live with 82% of CSWBP survey respondents reporting that they are in good or excellent physical health.

East Ferris is best described as a rural, residential municipality positioned between the shores of Trout Lake and Lake Nosbonsing in the district of Nipissing. It is a decentralized community with municipal services centered in Corbeil and Astorville. It is known as a friendly community and it has experienced a healthy growth rate of 1.5% per year over the 2006-2016 census periods. People are drawn to the community's lower real-estate costs, lower tax rates and good quality of life and a conservative forecast is calling for continued growth of .66%/year for the next decade and the population to reach 5250 by 2025. The population growth in East Ferris has contributed to citizens pressing for more locally based health and well-being services.

Housing is an absolute necessity for living a healthy life. With an average of 20 new residential starts per year and a household density of 2.3, there are single family homes available for purchase in East Ferris. In addition 95% of CSWBP survey respondents are satisfied with the access to affordable housing in East Ferris. For the balance of respondents, and with additional input from public consultations, what is lacking in East Ferris are rental and affordable housing options.

Income and social status / Employment and working conditions

Income is perhaps the most important social determinant of health as it shapes overall living conditions. East Ferris has higher median income than neighboring communities in Nipissing District. However, according to the 2016 Census, approximately 35% of households reporting an income in East Ferris are below the poverty line of \$25,921 for one person and \$32,270 for two persons. It results in 90% of residents having enough of the kind of food they want to eat, and a further 8% specifying not always having the kind of food they would like to eat. Food is one of the basic human needs and is an important determinant of health and human dignity. Food insecurity leads to a variety of adverse health outcomes. The Callander and Area Food Bank reports there are on

average about 25 East Ferris residents who count on the Food Bank for food. The majority are senior citizens. While the COVID pandemic has resulted in a slight increase in requests for food, overall the Food Bank has been able to count on additional donations and community support.

East Ferris has a higher rate of people who are employed, self-employed and the community attracts home-based businesses and small-scale commercial enterprises. However there is unemployment in East Ferris and it varies on average between 6 / 6.5%. Unemployment is associated with physical and mental health challenges that include depression, anxiety and increased suicide rates. There are also CSWBP survey respondents who are dissatisfied with their current job. Job dissatisfaction and insecurity causes exhaustion, general mental/psychological challenges, poor self-rated health, and a variety of somatic complaints. According to Ontario Works Data, barriers to employment in East Ferris are as follows:

- Transportation - 19%
- Mental health & addiction - 18%
- Housing issues - 6%
- Access to childcare - 5%
- Physical health - 10%

Education and literacy / Healthy child development

Education is an important social determinant of health. People with higher education tend to be healthier than those with lower educational attainment. In East Ferris, the community has a higher rate of people who have a post-secondary education. There are two school boards operating in East Ferris: Near North School Board with Ferris Glen Public School and Conseil scolaire catholique Franco-Nord with École élémentaire catholique Saint Thomas d'Aquin. Based on the 2016 Census there are 625 children aged 12 and under residing in East Ferris. Overall, in East Ferris, the percentage of vulnerable children aged 12 and under is significantly lower than the District totals in the physical health & well-being domain. Both schools offer Breakfast Clubs and this is good as there is strong evidence that positive early childhood experiences influence overall health and well-being for the rest of one's life.

The DNSSAB oversees two childcare agencies and one EarlyON Child & Family Centre, for a total of 119 licensed childcare spaces. All three sites operate out of the

community's schools and at Ferris Glen there is also a popular YMCA after school recreational program that is in effect. There are eight families in East Ferris who receive full child care subsidy while twenty-three receive a partial contribution. However not all licensed childcare spaces are filled given a shortage of Early Childhood Educators (ECE) resulting in East Ferris childcare agencies being unable to meet the provincial ratios of 1 Educator per 8 pre-school child and 1 Educator per 15 school age child. A major employment barrier to more ECEs is the dual shift that is involved with ECEs working from 7 to 9am and then from 2:30 pm to 7pm.

As of June 2021 there were 141 children on licensed childcare waitlists in East Ferris, with the greatest number of applications for pre-school and after school care. The DNSSAB is interested in seeking a better understanding of the need in East Ferris as the community emerges from COVID-19. During COVID, it is believed that all in home licensed programs were cancelled. The East Ferris CSWBP survey reveals that of parents with childcare, 37% report access with substantial limitations e.g. limited hours, distance to care, etc. Public input suggested a need for more options aligned to parents who are on shift work, or who work part time or weekends etc... Limited options are what lead to unlicensed childcare activity in East Ferris. While unlicensed childcare is normally a more flexible and affordable option, it does come with a lack of public oversight e.g. fire inspections.

Of concern to the administration of both schools is on site expertise to respond to students with special needs. They report a lack of specialists who come directly to the school. This forces parents to leave their work, often in North Bay, in order to drive their child to an appointment and then back to school.

Both schools are in support of East Ferris' involvement with the ParticipACTION Community Better Challenge. ParticipACTION's 2020 Report Card reveals a sustained significant decline in physical activity as a result of COVID 19. This effect has been especially pronounced on children and youth, with less than 1 in 5 children (5-11 year-olds) and youth (12-17) meeting national movement behaviour guidelines for physical activity given restricted access to playgrounds, school, childcare and play dates.

Access to health services / Healthy behaviours

Not only is high quality health care a key social determinant of health, it is also a basic human right. East Ferris is serviced by the North Bay Regional Health Centre and the North Bay and Area Parry Sound Health Unit. The Health Unit reveals that the Municipality's health profile and challenges are consistent with that of other northeastern Ontario communities such as aging citizens, youth out-migration, a higher rate of smoking and obesity, more difficult access to quality care, health facilities and emergency services with residents having to travel by personal vehicle for these services. East Ferris forms part of the Powassan and Area Family Health Team with Dr. John Seguin operating a clinic in Astorville under the name "Doc on the Lake". Doc on the Lake operates at full- capacity out of Dr. Seguin's home. Due to the clinic's limited space, there are several community health and medical services that are unavailable in East Ferris. There is however dentistry with Dr. Peter Fuzy operating a clinic in Corbeil. The CSWBP survey reveals that 12% of respondents do not have access to a family physician, and 9% do not have access to other related health care services. In addition lack of transportation is a barrier for 5% of respondents who need to access medical services.

The CSWBP survey revealed that one in five respondents indicated high levels of stress. To help manage their level of stress, there are suggestions provided related to additional childcare, a need for more youth and family programs, sidewalks or paved shoulders for walking, and the access to community programs. While there is alcohol and drug addiction in East Ferris, the majority of East Ferris CSWBP survey respondents are unsure whether it is significant. Of the respondents, 13% believe alcohol abuse is a problem in the community while 26% believed drug use is an issue. Of the 26% who believed drug use is an issue, the level of drug abuse was believed to be more occasional or rare with only 13% feeling that it is frequent. That said a 2017 study by the North Bay Parry Sound District Health Unit on the consumption of alcohol in the District of Nipissing revealed that for the 45-64 year old age group, 55% report drinking at levels that exceed the Low Risk Alcohol Drinking Guidelines (compared to 38% in Ontario). Some of the reasons that were identified included the density of alcohol outlets in the region being 1.5 times higher than the provincial average.

With respect to cannabis, a 2017 study by the Health Unit on the use of cannabis amongst students from grades 7 to 12 in the region reported a significantly higher percentage of male students using cannabis in the previous 12 months compared to male students in other northern regions and in Ontario. Also there are significantly more students in grades 11-12 reporting to use cannabis compared to students in grades 7-8 and grades 9-10, and also other regions in Ontario.

Gender / Culture

While there are slightly more men than women in East Ferris, overall it is estimated that women experience more adverse social determinants of health than men. Based on the 2016 Census, there are an estimated 115 lone-female parent families in private households in East Ferris, with an average family size of 2.6 and after tax income of \$47,000 per annum. This amount is less than the median income in East Ferris and is probably due to women working in lower paying occupations than men. The 2016 census reveals that mature adults aged 50+ represent the largest segment of the population. The community has an active Living Centre and a popular social and educational club called Action 50+. Seniors Villa of East Ferris provides 28 affordable housing units for a total of 58 spots. Also present in the community is privately owned Nipissing Manor with retirement units and approximately 125 long term care beds. East Ferris is a member of the Cassellholme Long Term Care Home. However the majority of East Ferris residents aged 50+ strive to age at home, which results in community health challenges such as access to home care and paramedics.

Of the CSWBP survey respondents, 92% are Caucasian. The 2016 Census reveals that 11% of East Ferris residents identify as Indigenous and 39% as fluent in both English and French languages. The Municipality's Indigenous population is primarily Algonquin and is integrated in the community's fabric. As part of the provincial Algonquin Land Claim with the North Bay Mattawa and the Antoine First Nations, the Indigenous population is anticipated to increase in East Ferris.

Social environment, support networks / Coping skills

East Ferris is well-positioned as a year-round recreation destination with an above average number of facilities, parks, sporting amenities and clubs for a community of its size. In addition, there are two religious parishes with Paroisse Sacré Coeur in Corbeil and Paroisse St. Thomas d'Aquin in Astorville. They provide community supports for those in need often via the East Ferris Knights of Columbus and the Catholic Womens League.

While 83% of CSWB survey respondents feel a sense of belonging to East Ferris, some newer residents feel excluded from community activities. According to the 2016 Census, 88% of residents in East Ferris are of a third generation, and it is estimated that many are from Astorville and Corbeil founding families. That explains why 95% of respondents report having friends or family members to call when in need of help. Nearly 80% of respondents report a friendly relationship with their neighbours while 12% point to a challenging relationship. There are 31% who feel the community could do more to help them meet their life goals and in particular point to internet access. There are respondents who would like to volunteer but don't know who to contact.

Status of Prevention, Intervention and Response in East Ferris

It is acknowledged that achieving balance of all the determinants of health is aspirational in nature. That is why the levels of response linked to the inner rings of the Planning

***Overall 85% respondents would recommend
East Ferris to anybody who seeks a peaceful life.***

Framework must be in place for those who continue to struggle.

Prevention and Risk Intervention

The North Bay Community Safety and Well-Being Coordinator completed an asset mapping exercise identifying an extensive network of organizations delivering programs and services relevant to community safety and well-being in Nipissing District. These are organizations that serve residents of East Ferris. The exercise identified 75 organizations as well as about 50 planning tables and committees.

District of Nipissing		
Safety and Well-Being Organizations		Planning Tables, Committees
Sector	Organization	
Correctional Services	North Bay Jail	Gateway Hub
	Probation and Parole – Ministry of the Solicitor General	Nipissing District Homelessness & Housing Partnership
Economy / Business	North Bay & District Chamber of Commerce	Violence Against Women Committee
	North Bay Downtown Improvement Area	Community Action Circle
	The Business Centre – Nipissing Parry Sound	Community Drug Strategy North Bay & Area
Education	Canadore College	Child Youth Advocacy Center Committee
	Conseil scolaire catholique Franco-Nord	Nipissing Employment Services Tables
	Conseil scolaire publique du Nord-Est de l'Ontario	Child and Youth Mental Health Planning Table
	CTS Canadian Career College	Nipissing Service Collaborative
	Le Centre de Formation du Nipissing	Labour Market Group
	Literacy Nipissing	Nipissing District Mental Health and Addictions System Table
	Near North District School Board	Ontario Health Team
	Nipissing University	Canadore Program Advisory Committee
	Nipissing-Parry Sound Catholic School Board	First Nation Advisory Committee
Emergency Response	Anishinabek Police Services	Gambling Harm Reduction Partnership
	Canadian Red Cross	Indigenous Circle of Education
	Children's Aid Society of Nipissing Parry Sound	Indigenous Education Advisory Circle
	East Ferris Firefighters and First Responders	Literacy Service Planning Committee
	Nipissing District Paramedic Services	Local Immigration Partnership
	North Bay Fire Service	Mobile Crisis Service
	North Bay Police Services	Nipissing and Area Food Charter Working Group
	Ontario Provincial Police	Nipissing Poverty Reduction through Education Program
Employment	The Labour Market Group	North East Women's Health Alliance
	Yes Employment Services	Child Abuse Prevention Committee
Environment	North Bay Mattawa Conservation Authority	Community Emergency Planning Groups
Food Security	North Bay, Callander etc... Food Banks	Crown Ward Education Committee
	The Gathering Place	Data Collaborative Health Unit
Health	AIDS Committee of North Bay & Area	Emergency Housing
	Canadian Cancer Society	Good Neighbour Committee

	Community Drug Strategy North Bay & Area	Leadership Committee for Gilbert Centre (LGBTQ)
	March of Dimes Canada	Nipissing Early ON Network
	North Bay Methadone Clinics	Police Services Boards
	North Bay Nurse Practitioner Led Clinic	Northeastern Ontario Children's Services Planning Table
	North Bay Parry Sound District Health Unit	ODSP/OW Joint Protocols Working Group
	North Bay Recovery Home	OMSSA Children's Services Network
	North Bay Regional Health Centre	Ontario Disability Employment Network
	North East Local Health Integration Network	Opioid Crisis Committee
	Ontario Health North	Primary Care Council
	People for Equal Partnership in Mental Health	Regional Housing Committee
	Rapid Access Addiction Medicine Clinic	Regional Human Services & Justice Coordinating Committee
Housing / Homelessness	Community Living North Bay	Réseau de soutien à l'immigration francophone du nord de l'Ontario
	Crisis Centre North Bay	Rural & Northern Immigration Program
	Hope Awaits Ministries	Seniors Collective Impact Project
	Near North Landlords Association	Special Needs Strategy - Single Plan of Care Coordination
	Nipissing District Housing Corporation	Specialized Accommodation
	Nipissing Mental Health Housing Support Services	Transitional Housing CoP / Forensic Housing CoP
	Nipissing Transition House	Urban Aboriginal Hub
	Ojibway Women's Lodge	Youth Justice Committee
Indigenous Services	Antoine First Nations	
	Metis Nation of Ontario	
	Nipissing First Nation	
	North Bay Indigenous Friendship Centre	
	North Bay Indigenous Hub	
	North Bay Mattawa First Nation	
	Right Path Counselling and Prevention Services	
	True Self Debwewendizwin	
Municipal Services	All municipalities e.g. East Ferris	
Social / Family Services	Amelia Rising	
	Big Brothers Big Sisters of North Bay and District	
	Community Counselling Centre of Nipissing	
	DNSSAB	
	Hands – The Family Network	
	Low Income People Involvement of Nipissing	
	Nipissing Community Legal Clinic	
	North Bay and District Humane Society	
	North Bay and District Multicultural Society	
	North Bay Military Family Resource Centre	
	One Kids Place	
	Ontario Disability Support Program	
	Royal Canadian Legions – Callander, North Bay	
	Salvation Army	
	Veteran Affairs Canada	
	Victim Services of Nipissing District	
	YMCA	
	Youth Justice Services	

Prevention and Risk Intervention: Network Issues

Many of the above listed organizations describe the area's service network to be highly integrated and complex with strong multi-sectoral collaboration. Others point to a lack of system coordination; organizations operating in silos; a lack of accountability and measures of progress/ outcomes; a general lack of communications; and participation issues. Moving forward, these issues will be best addressed by the North Bay CSWB Plan. However part of the East Ferris CSWBP is to monitor this work and ensure the results are reflected in community information and education materials.

Prevention and Risk Intervention: Financial Considerations

Unfortunately prevention and risk intervention come at a cost. This is an issue for East Ferris given that municipalities that belong to social and long term care organizations in the District of Parry Sound pay a lesser levy than those forming part of Nipissing District. For example Chisholm, Bonfield and East Ferris contribute financially to Nipissing organizations and pay a much larger levy than for example Callander and Powassan who contribute to Parry Sound organizations. For East Ferris, it results in a larger financial contribution of well over \$1MM per annum, meaning that it is more costly and challenging to provide for prevention and risk intervention as compared to neighboring communities.

Emergency Services

In East Ferris, security and protection is overseen by the Ontario Provincial Police and the Municipality's By-law Enforcement Officer. The Municipality maintains a strong volunteer Fire Department with fire halls in both Astorville and Corbeil. It provides first responder services and in 2019, the Fire Department responded to 173 emergency calls. Of these calls, 118 were medical / resuscitator calls, 19 for rescues including motor vehicle collisions and others for a variety of public hazards including gas leaks and downed hydro lines. The Municipality is supported by the District of Nipissing Emergency Medical Services (EMS) including 911 call support and ambulance services. Since 2015, the EMS call volume from East Ferris has been increasing from 275 to 372 calls in 2019, with seniors representing 62% of calls and low priority calls (deferrable) going from 3 to 16. Calls are broken down as follows:

- Youth under 25 - 8.4%
- Young adults aged 25-39 - 8.9%
- Older adults aged 40 to 64- 21%
- Senior citizens aged 65+ - 61.7%

The provincial 211 hotline reports few calls from East Ferris and has reached out to the Municipality to increase promotion of both 211 and the new mental health hotline 988. Overall 82% of East Ferris residents feel they have quick access to emergency services. However there are 18% who are concerned and there are multiple comments throughout the CSWBP survey calling for increased police presence in East Ferris.

East Ferris Police Services Board (PSB)

On a quarterly basis the OPP reports to the PSB on incident calls in East Ferris.

Calls	2016	2017	2018	2019	2020 (01 to 05)	2021 (01 to 05)	Comment
Drugs	7	5	7	1	-	1	
Operational	117	117	126	130	68	56	Includes animal incidents, domestic disturbances, suspicious and missing persons, suspicious vehicles, overdoses etc... In 2020 increase in suspicious vehicle calls.
Operational 2	100	94	98	168	30	18	Includes false alarms and 911 calls.
Other Criminal Code Violations	11	2	3	7	9	4	Includes weapons offense, bail violations, threats etc...In 2020 one recurring bail violation.
Property Crime Violations	36	28	25	35	13	19	Includes break and enter, theft, auto theft, fraud etc... In 2021 increase in motor vehicles thefts under \$5,000 increased.
Statutes & Acts	22	16	14	27	11	13	Includes landlord act, mental health, property trespassing etc...
Traffic	51	50	38	32	14	14	Includes accidents, speed enforcement etc...
Violent Criminal Code	21	30	37	22	7	10	Includes assault
Total	365	342	348	422	152 (annual estimate 365)	135 (annual estimate 324)	

The increase in suspicious vehicle calls and property crime in East Ferris have been linked to multi-jurisdictional offenders from other communities. East Ferris is impacted by what occurs in neighboring communities such as in North Bay. North Bay's current

Crime Severity Index (CSI) is 82.92, which represents a 30.6% increase over the last 5-years, and 22.96 points higher than the provincial average and 7.91 points higher than the national average. In terms of the Violent Crime Severity Index (VCSI), North Bay's VCSI is 98.13, which represents a 27.8% increase over the last 5-years and ranks 24.69 points higher than the provincial average and 15.69 points higher than the national average. That is why the 2021 CSWBP survey for North Bay reports that 83.7% of respondents feel unsafe, with 90% of these respondents feeling unsafe downtown in North Bay due to drugs, homelessness, break-ins, unwanted followings, mental health and shootings.

East Ferris

Safety concerns are the reason CSWBP public input calls for after school programming that pulls teens back home to Astorville and Corbeil. It was pointed out that nowadays, teenagers need to be encouraged to take on leadership roles and to be active in their community. However in East Ferris, it is more challenging to reach teenagers given that points of contact are reduced when students leave East Ferris for secondary school in North Bay.

The results of the East Ferris CSWBP public survey, also confirms safety concerns in East Ferris with 64% of respondents feeling there is an increasing trend in crimes in East Ferris. They report having experienced irresponsible driving, property crime, loud music / noise and neighbour disputes and believe safety could be with increased OPP presence, reduced road speed limits, improved street lighting and paved road shoulders. They view the OPP, the Municipality and family units as key players in ensuring community safety and 75% of respondents believe crime rates are lower in East Ferris than other communities. There are less than 2% of respondents feeling unsafe in East Ferris and 95% feeling safe in their own house at night.

“A combination of factors are in play when youth engage in delinquent behaviour. Left unchecked, the risks for offending multiply with an accumulation of negative school, family and peer associations. The solution? Youth led programming in East Ferris that provide accessible, affordable and quality programs with opportunities for youth to discover and develop their abilities and build confidence.”

The Municipality maintains a 955,500 m² road network. Increasing numbers of residents are turning to walking and cycling along municipal roads. East Ferris roads are also widely used by communities that are to the south and to the east as their residents travel into North Bay. In recent months, irresponsible driving has been a growing concern, with citizens calling for greater enforcement. In 2020, the Municipality conducted an analysis of its Radar Signage Program and it revealed vehicles travelling on average within specified speeds or within a 10 kilometer range above the speed limit. A 2020 Aggressive Driving Patrol in East Ferris by the OPP had similar findings and it identified weaknesses with traffic stops and motor vehicle collisions involving animals. It acknowledged the police are usually not present when an incident occurs and that is why the OPP looks to traffic complaints to help identify problem areas. In 2020 it reported complaints related to Hwy. 94, MacPherson Drive, Centennial Crescent, Quae Quae, Big Moose, Lake Nosbonsing and Village Roads.

Health, Safety and Well-Being Challenges & Opportunities in East Ferris

“The relationship between speed and injury severity is particularly critical for vulnerable road users such as pedestrians and cyclists. For example, pedestrians have been shown to have a 90% chance of survival when struck by a car travelling at 30 km/h or below, but less than 50% chance of surviving an impact at 45 km/h. Pedestrians have almost no chance of surviving an impact at 80 km/hr.”

The Advisory Committee looked to data and input to select the pressing challenges / opportunities and categorized them into domains: health, safety or well-being.

Challenges / Opportunities	Domains	Data Source	Public Input
Lack of Access to Primary Care	Health	LHIN Powassan and Family Health Team	Survey Doc on the Lake Seniors Villa
Lack of Non-Crisis Medical Services	Health	EMS	Seniors Villa Action 50+
Increased Inactivity	Health	ParticipACTION	Survey
Increased Property Crimes	Safety	OPP	Survey Social Media
Increased Irresponsible Driving	Safety	Municipality	Survey Social Media
Increased Safety Concerns for Walkers / Cyclists	Safety	OPP Municipality	Survey Social Media
Lack of Internet Access	Safety	Municipality	Survey
Lack of Licensed Child Care Spaces	Well-Being	DNSSAB	Survey ESTA – Garderie Soleil Ferris Glen – Early On
Lack of Affordable Housing	Well-Being	Seniors Villa	Survey
Increase in Social Isolation	Well-Being	Municipality	Survey
Lack of Recreational and Social Activities (youth, teens, seniors)	Well- Being	Municipality	Survey Primary Schools + ESA
Lack of CSWB Program Knowledge	Well-Being	CSWB North Bay	Survey of Organizations

The Committee also identified Protective Factors that play a critical role in ensuring a healthy and safe East Ferris. They recommend that the Municipality support the elements that set East Ferris apart to include:

- Community with a happy and positive disposition
- Physical health and mobility are valued
- Strong community engagement
- Culture of volunteerism
- Strong social bonds: families, friends and neighbors helping each other out

- Strong local commitment in helping seniors maintain good health and happiness
- High level of trust in police
- Good rate of employment



Outcomes, Strategies, Objectives

Health

- In East Ferris, residents are supported to reach both physical and mental well-being and therefore be healthier.
- By June 2023, 85% of East Ferris residents will report being in very good or excellent health.

Outcomes	Target Population	Goals	Strategies	Objectives / Data Sources
Healthier	<ul style="list-style-type: none"> Seniors Young Families 	Increased Access to Primary Care	<ul style="list-style-type: none"> Expand Doc on the Lake to East Ferris Medical Centre. 	<ul style="list-style-type: none"> By June 2023 increase the percentage of families who have access to a Family Physician from 88% to 90% (annual survey).
Healthier	<ul style="list-style-type: none"> Seniors Families 	Increased Access to Non-Crisis Medical Services	<ul style="list-style-type: none"> Implement East Ferris Long Term Care at Home Paramedicine Program. 	<ul style="list-style-type: none"> By June 2023 decrease the EMS low priority calls from 16 in 2019 to 5 in 2022 (EMS report).
Healthier	<ul style="list-style-type: none"> Youth / Teens Seniors 	Increased Active Population	<ul style="list-style-type: none"> Promote community physical fitness via the ParticipAction Community Better Challenge. 	<ul style="list-style-type: none"> By June 2023, aim for a top 10 finish in the provincial ParticipAction Community Better Challenge (ParticipAction results).

Safety

- In East Ferris, all residents can go about their daily activities without risk or fear of harm.
- By June 2023, 95% of East Ferris residents report feeling safe in their home at night.

Outcomes	Target Population	Goals	Strategies	Objectives / Data Sources
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Safer	<ul style="list-style-type: none"> Homeowners 	Increase Property Security	<ul style="list-style-type: none"> Increase community education and awareness related to property safety e.g. Crime Stoppers Month, Lock It or Lose It. Promote installation of lights and security systems. Examine security systems that provide insurance discounts. 	<ul style="list-style-type: none"> By December 31st decrease the number of OPP Calls for Service related to Property Crimes in East Ferris from 10 in 2021 to 2 in 2022 (PSB OPP annual report). By June 2023, maintain the 95% of residents who feel safe in the house at night (annual survey).
Safer	<ul style="list-style-type: none"> Vehicles Walkers Cyclists 	Increased Responsible Driving	<ul style="list-style-type: none"> In collaboration with Municipality's Public Works, implement traffic calming measures e.g. review speed limits. Implement an Aggressive Driving Patrol Program and increase community education on dangers of speeding. 	<ul style="list-style-type: none"> By June 2023, increase citizens' feeling of personal safety from 68% to 75% (annual survey).
Safer	<ul style="list-style-type: none"> Walkers Cyclists 	Increased Safety in Active Transportation	<ul style="list-style-type: none"> Develop and implement an Active Transportation Master Plan. 	<ul style="list-style-type: none"> By December 2021 Council approves the East Ferris Active Transportation Plan (Council record of deliberation).
Safer	<ul style="list-style-type: none"> Households 	Increased Access to Internet	<ul style="list-style-type: none"> Evaluate the East Ferris / Blue Sky Net Plan progress. 	By June 2023 ensure speeds of 50/10 mbps are available to 95% of municipal households (Blue Sky Net report).

Well-Being

- East Ferris is a vibrant community where everyone is connected and engaged, with strong social support.
- By June 2023, 85% of residents report feeling happy or very happy overall.

Outcomes	Target Population	Goals	Strategies	Objectives / Data Sources
Well	<ul style="list-style-type: none"> Young Families 	Increased Licensed Child	<ul style="list-style-type: none"> Collaborate with schools 	<ul style="list-style-type: none"> By June 2023,

	<ul style="list-style-type: none"> • Children 	Care Spaces	and DNSSAB to specify the need. Examine role of innovative programs e.g. YMCA after school.	collaborate with DNSSAB and local schools to complete a Business Case in support of additional licensed spaces (Municipal record of activity).
Well	<ul style="list-style-type: none"> • Seniors • Young Families, Single Adults • Lower Income 	Increased Inventory of Affordable and Rental Housing	<ul style="list-style-type: none"> • Examine use of the CIP to incite contractors to build projects. 	<ul style="list-style-type: none"> • By June 2023 support community organizations / builders in adding 6 affordable housing units in East Ferris (Municipal Building Permits).
Well	<ul style="list-style-type: none"> • Seniors • New residents 	Decreased Social Isolation	<ul style="list-style-type: none"> • With Action 50+ and Seniors Villa develop Age Friendly Community Plan and pursue Accreditation. • Expand Municipality's Welcome Program. • Increase communication of events, activities and volunteering opportunities. 	<ul style="list-style-type: none"> • By June 2022 secure Seniors Active Living Centre Funding (confirmation letter). • By June 2024, secure Age Friendly Community Accreditation (confirmation letter).
Well	<ul style="list-style-type: none"> • Children • Youth / Teens • New residents 	Increased Organized Recreational, Social and Sports Activities	<ul style="list-style-type: none"> • Develop and implement the East Ferris Recreation Master Plan. • Put forward a Teen Advisory Program (TAG) to seek ways to keep teens involved in East Ferris. 	<ul style="list-style-type: none"> • By June 2022 Council to approve the East Ferris Recreation Master Plan to include a focus on youth / teens (Record of Council Deliberation) • By June 2023,

				increase the percentage of residents who report feeling happy of very happy overall from 84% to 85%.
Well	<ul style="list-style-type: none"> Residents 	Increased Knowledge of CSWB Programs	<ul style="list-style-type: none"> Ensure inclusion of telephone hotlines 211, 511 and 988 as part of the 2022 Community Calendar Promote the service directories to be developed by the North Bay CSWB / DNSSAB 	<ul style="list-style-type: none"> By December 2021, publish the East Ferris community calendar with additional hotlines (2022 Calendar) By June 2023, expand the Municipal website to include the District of Nipissing CSWB Network to allow residents to navigate and access more effectively (2023 website)

Appendix A – Advisory Committee

Terms of Reference
East Ferris Community Safety and Well-Being Advisory Committee

Purpose

The Government of Ontario has mandated municipalities to prepare and adopt a Community Safety and Well-Being Plan (CSWB) by July 31st, 2021. Municipalities are required to work in partnership with police services, health/mental health, education, community/social services, and children/youth services as they undertake the planning process.

Governance

The Committee will report its activities to the East Ferris Police Services Board that are then channelled through to the East Ferris Municipal Council. Council is responsible for approving and reporting on the Plan's progress.

Responsibilities of the Advisory Committee

The Advisory Committee is to provide strategic advice, direction and oversight in the development of the Plan and once approved by Council, its implementation and monitoring of initiatives. Decisions will be based on a consensus endorsing a collaborative process. Meetings will be held quarterly or as required at the call of the Chair.

Membership

The following membership is proposed:

- East Ferris Council representative member of the Police Services Board
- Public representative of the Police Services Board
- East Ferris Clerk
- East Ferris Fire Chief / First Responders
- OPP Detachment Commander or designate
- Conseil scolaire catholique Franco-Nord or École élémentaire catholique Saint Thomas d'Aquin representative
- Near North District School Board or Ferris Glen Public School representative
- Doc on the Lake or Powassan and Area Family Health Team representative
- Community Priest or Deacon
- President or representative Club Action 50+ or Seniors Villa
- Ontario Health North
- North Bay Parry Sound Health Unit representative
- The Committee has the discretion to include ad hoc representatives from key organizations as required.

Chairperson & Co-Chairperson

The Chairperson is the assigned Council representative and the Co-Chair the public designate on the Police Services Board .

Coordinator

This role to be filled by the Municipal Clerk who will provide all necessary Committee support from planning and coordinating Advisory Committee meetings to ensuring the Plan is made public once approved.

Advisory Committee Members

Members are responsible for representing the interest(s) of their respective reference group as it pertains to community safety and well being in East Ferris. They are encouraged to support and promote proactive and collaborative discussion and to lead working group(s) as required and report back on approved projects.

Appendix B – Advisory Committee Guiding Questions

Following are guiding questions to help the Advisory Committee address community

health, safety and well-being issues.

Advisory Committee Guiding Questions	YES	NO
Is the presenting issue of such concern that there is substantial impact on the community's health, well-being or safety?		
Is the presenting issue greater than what can be reasonably considered the norm for our community?		
Is there a reasonable expectation that the identified issue remains/becomes chronic or of probable harm to the public if nothing is done?		
Does the issue constitute damage or detriment and not mere inconvenience to the community?		
Is it reasonable to assume that an intervention will help minimize or prevent the negative impact of the identified issue?		
Is this issue applicable across multiple agencies/groups?		
Is it beyond the Municipality's scope or mandate to mitigate this issue alone?		
Did the group bringing forward the issue do all it could to mitigate the risk being presented?		
Will it take a multi-agency/group approach to mitigate the issue?		

Appendix C - Literature Review

Municipality of East Ferris Community Profile.

Ontario Provincial Police. (2019, 2020, 2021). Quarterly reports to the East Ferris Police Services Board.

City of North Bay Community Safety and Well-Being Draft Plan. (2021)

Raphael, D., Bryant, T., Mikkonen, J. and Raphael, A. (2020). Social Determinants of Health: The Canadian Facts. Oshawa: Ontario Tech University Faculty of Health Sciences and Toronto: York University School of Health Policy and Management.

Canadian Index of Wellbeing. (2014). How are Ontarians Really Doing?: A Provincial Report on Ontario Wellbeing. University of Waterloo. <https://uwaterloo.ca/canadian-indexwellbeing/sites/ca.canadian-index-wellbeing/files>

District of Nipissing Social Services Administration Board [DNSSAB]. (2019a). A Place to Call Home: 2014- 2024 – 5-Year Review of Nipissing District’s 10-Year Housing and Homelessness Plan.

District of Nipissing Social Services Administration Board [DNSSAB]. (2019d). Ontario Works Service Plan 2019-2020.

North Bay Parry Sound District Health Unit. (2017). Cannabis Use Among Students in Grades 7 to 12 in the NBPSDHU Region.

North Bay Parry Sound District Health Unit. (2017). Life satisfaction in the NBPSDHU region between 2009-2014.

North Bay Parry Sound District Health Unit. (2017a). Mental Health Care Access Among Students in Grades 7 to 12 in the NBPSDHU Region.

North Bay Parry Sound District Health Unit. (2018). Opioid-Related Morbidity & Mortality.

North Bay Parry Sound District Health Unit. (2017). Well-being in the NBPSDHU region between 2007-2014.

North Bay Police Service. (2018). 2018 Annual Report: On Policing in North Bay and Callander.

Ontario Ministry of Health: Rural and Northern Health Framework
<https://www.health.gov.on.ca/en/public/programs/ruralnorthern/report.aspx>

Statistics Canada. Crime severity index 2021 and weighted clearance rates, Canada, provinces, territories and Census Metropolitan Areas.

World Health Organization: Managing Speed

<https://www.who.int/publications/i/item/managing-speed>

World Health Organization:

https://www.researchgate.net/publication/330873930_The_Global_Network_for_Age-friendly_Cities_and_Communities

Appendix D - Community Consultations

To provide insight on community risk and protective factors, a series of interviews were held between the Advisory Committee and representatives from organizations active in providing services to East Ferris residents. They were asked the following questions.

- What are the safety and well-being risks that you most often encounter as you work with

East Ferris individuals and families?

- What is positively contributing to safety and well-being in East Ferris?
- Do you sometimes feel the agencies and organizations involved in community safety and well-being in East Ferris have let someone down?
- Are there service gaps with respect to agencies and organizations ensuring the safety and well-being of East Ferris citizens?

Community members consulted include:

- Bill McMullen, Staff Sergeant and Carrie Morgan Sergeant OPP
- Carole Orris, Denise Perron Beaupre, Lori Betik, Executive Club Action 50+
- Dr. John Séguin, Doc on the Lake
- Frank Loeffen, Fire Chief Municipality of East Ferris
- James Coventry, Health & Safety Coordinator Near North School Board
- Kathleen Jodouin, Director Victim Services Nipissing District
- Lori Bergin, Principal Ferris Glen Public School
- Mélodie Contant, Educator École catholique Saint-Thomas-d'Aquin
- Michel Champagne, Chair Board of Directors Seniors Villa
- Mrs. Laurier Carrière, Manager Callander Food Bank
- Paul Gauthier, Chair East Ferris Santa Claus Fund
- Paul Gervais, By-Law Enforcement Officer Municipality of East Ferris
- Tim Foster and Denise Beaupré for Astorville Village Active Transportation

Appendix E – Community Survey and Findings

East Ferris Community Safety and Well-Being Survey Results

We're pleased to share the results of the **East Ferris Community Safety and Well-Being Survey**. Thank you to all who participated. The results of this survey help us learn about what feeling safe, healthy and well looks like in East Ferris. Your input will inform us as we pull together a Plan to be approved by Council in keeping with legislation under the Ontario Police Services Act. The Plan will provide ongoing and future direction for a safe and healthy East Ferris, highlighting opportunities for greater integration by concerned community organizations to avoid anyone being left behind and difficult situations from escalating into a crisis. It will focus on addressing root causes of social issues and enhancing what is currently working well in East Ferris.

Nous sommes heureux de partager les résultats de l'enquête sur la sécurité et le bien-être de la communauté d'East Ferris. Merci à tous ceux qui ont participé. Les résultats de cette enquête nous permettent de savoir à quoi ressemble le sentiment de sécurité, de santé et de bien-être à East Ferris. Vos commentaires nous aideront à élaborer un plan qui sera approuvé par le Conseil, conformément à la Loi sur les services policiers de l'Ontario. Le plan fournira une orientation continue et future pour un East Ferris sûr et sain, en soulignant les possibilités d'une plus grande intégration par les organisations communautaires concernées pour éviter que quelqu'un soit laissé pour compte et que les situations difficiles ne dégèrent en crise. Il se concentrera sur les causes profondes des problèmes sociaux et sur l'amélioration de ce qui fonctionne actuellement bien à East Ferris.

Respondents were ...

66.2%



female
(33.3% male)

98%



permanent
residents

92%



Caucasian
(3% Indigenous)

20%



65 or older
(Majority 25+)



HEALTH

A community where everyone is supported to reach both **physical** and **mental** well-being.

82% of respondents indicated that they are in good or excellent physical health.



SAFETY

A community where everyone can go about their daily activities **without risk or fear of harm**.

95% of respondents indicated that they feel safe in their own house at night.



WELL-BEING

A vibrant community where everyone is **connected** and **engaged**, with strong social support.

84% of respondents indicated feeling happy or very happy overall.

East Ferris Community Safety and Well-Being Advisory Committee
Comité consultatif sur la sécurité et le bien-être de la communauté d'East Ferris
Maizy Alexander, Denise Beaupré, Lori Bergin, Lori Betik, Claude Champagne,
Mélodie Contant, James Coventry, Garry Fay, Karl Hanselman, Monica Hawkins,
Frank Loeffen, Staff Sgt. Bill McMullen, Sgt. Carrie Morgan,
Megan Waqué, Chair Pauline Rochefort

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East Ferris Community Safety and Well-Being Survey Results

HEALTH

1 in 5



Indicated high levels of stress

88%

Have access to a primary health care provider or family physician

8% participants indicated not having access to health care services

90%



Have access to food

8% have enough food, but not always the kind they want; 0% did not have enough food



While just over half of respondents weren't sure, 13% believed alcohol abuse is a problem in the community while 26% believed drug use is an issue.

Of the 26% who believed drug use is an issue, the level of drug abuse was believed to be:



SAFETY

64%



Felt like there was an increasing trend in crimes in East Ferris

75%

Felt that crime rates were lower than other communities in Ontario

Less than 2%



Felt unsafe in their community

Key Players in Community Safety



Ways to Improve Safety

- 1 Increased Police Presence (35%)
- 2 Reduce Speed Limits (16%)
- 3 Increase Lighting/Widening of Shoulders (11%)

WELL-BEING

83%



Felt a sense of belonging to the community

40%

Of those requiring child care had access

37% had access with limitations (e.g. limited hours, distance to care, etc.)

57%



Felt connected to their community



Lack of transportation barrier to accessing daily activities: 5% grocery shopping; 4% medical appointments; 3% recreational activities, <1% employment

Ways to improve happiness include: bike path/hiking trails (29%), community events (13%), enforce speed limits (8%), road maintenance (6%), better internet (5%)



85% of respondents would recommend their community to anybody who seeks a peaceful life

If you have questions, please contact:
Monica Hawkins
Municipality of East Ferris
monica.hawkins@eastferris.ca